

Sustainable Supply Chain Management

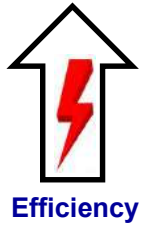
可持续供应链管理

3rd November 2024

The D&O Group's Sustainability Policy is guided by 17 Sustainable Development Goals ("SDGs") developed by United Nations to address a range of social and economic development issues. The Group's sustainability efforts covered its supply chain in the environmental and social aspect.

D&O集团的可持续发展政策以联合国制定的17项可持续发展目标（“SDGs”）为指导，旨在解决一系列社会和经济问题。集团的可持续发展工作涵盖了其供应链中的环境和社会方面。

- **Environment** – the responsibility to conserve natural resources and protect global ecosystems to support health and wellbeing, now and in the future. Suppliers are committed to comply with all applicable laws and proactively reducing the overall environmental impact of operations.
环境责任——保护自然资源和全球生态系统，以支持当前及未来的健康与福利。供应商承诺遵守所有适用的法律，并积极减少运营对环境的影响。
- **Social** – creating sustainable successful places that promote wellbeing, by understanding what people need from the places they live and work. A commitment to human rights standards including safe and healthy working conditions are necessary from the suppliers to ensure that they are at a minimum adhering to all applicable laws.
社会责任——通过了解人们生活和工作地方需要，创造可持续的成功场所，促进福利。供应商必须承诺遵守人权标准，包括安全健康的工作条件，以确保他们至少遵守所有适用的法律。
- **Governance** – systems and practices that guide how a company is directed, managed, and controlled to ensure that a company operates transparently, ethically, and in the best interests of its stakeholders. Suppliers are required to uphold the highest standards of ethics, integrity and legal compliance in all business dealings.
治理责任——为确保公司透明、道德地运营，并符合利益相关者的最大利益，公司必须建立并执行完善的管理制度和系统。供应商必须在所有业务往来中坚守最高标准的道德、诚信和合法合规的运营模式。



Efficiency

Energy Consumption and Greenhouse Gas Emissions

Suppliers will implement a comprehensive energy efficiency strategy that include the use of renewable energy and energy efficient equipment to meet D&O Group's objective to reduce greenhouse gas emissions ("GHG") within its supply chain. Selective Suppliers shall provide their Scope 2 GHG emissions reporting data to Dominant upon request. Scope 2 GHG emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.

能源消耗和温室气体排放

供应商实施全面的能源效率战略，包括使用可再生能源和节能设备，以实现 D&O 集团减少供应链中温室气体排放 ("GHG") 的目标。特定供应商应根据要求向 Dominant 提供其 Scope 2 温室气体排放报告数据。Scope 2 温室气体排放是关于购买电力、蒸汽、热力或制冷相关的温室气体排放数据。



Water Quality and Consumption

Suppliers will develop a program or systems to reduce water usage and promote water recycle. Supplier with manufacturing facilities shall possess a proven industrial effluent treatment system that ensures wastewater discharge complies to the local legislation requirement.

水质和消耗量

供应商需制定计划来减少用水量并促进水源循环利用。拥有生产设施的供应商应拥有经过验证的工业废水处理系统，确保废水排放符合当地法律要求。



Air Quality

Suppliers operating manufacturing facilities are responsible for overseeing their air pollution control systems to ensure adherence to local legislative mandates.

空气质量

拥有生产设施的供应商应监督其空气污染控制系统，以确保遵守当地立法指令。



Waste Reduction

Suppliers support the use of sustainable natural resources and promote recycling to reduce waste.

减少废弃物

供应商支持使用可持续自然资源并促进回收以减少浪费。



Noise Pollution

Suppliers shall monitor and work to minimise the level of industrial noise pollution.

噪音

供应商应监控并努力减少工业噪音污染水平。



Conflict

Conflict Mineral

Suppliers must responsibly source its minerals and avoid "conflict minerals" throughout their supply chains. Conflict minerals are usually minerals or their derivatives that are sourced from regions where armed conflict, human rights abuses, or environmental harm occur.

冲突矿物

供应商必须负责任地采购矿物，并避免在整个供应链中使用“冲突矿物”。冲突矿物通常是来自发生武装冲突、侵犯人权或环境破坏的地区的矿物或其衍生物。



Material Management

Suppliers must avoid using restricted substances in manufacturing processes and finished products and to comply to the local legislation requirement. Suppliers shall comply to European Union's Restriction of Hazardous Substances ("RoHS") and Registration, Evaluation, Authorisation, and Restriction of Chemicals ("REACH").

物料管理

供应商必须避免在制造过程中使用限制物质，并遵守当地立法要求。供应商应遵守欧盟有害物质限制 ("RoHS") 和化学品注册、评估、授权和限制 ("REACH")。



ISO14001

Selective supplier shall be ISO14001 certified.

SO14001

选定的供应商应经过 ISO14001 认证。



Forced Labour and Child Labour

Forced labour in any form will not be tolerated and the age of employment for young workers must meet the local legislation requirement.

强迫劳工和童工

绝不容忍任何形式的强迫劳工，青年工人的就业年龄必须符合当地法律要求。



Unlawful Discrimination

Suppliers will provide equal opportunity and discourage any form of discrimination including discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, or marital status in hiring and employment practices such as promotions, rewards, and access to training in the workplace or on the job.

非法歧视

供应商应提供平等机会，杜绝在招聘、晋升、奖励等雇佣实践中基于种族、肤色、年龄、性别、性取向、民族、残疾、怀孕、宗教、政治倾向或婚姻状况的任何歧视，并确保员工获得工作场所的支持和在职培训



Working hours

Suppliers will comply to the working hours (including overtime) requirements defined by local statutory labour law.

工作时间

供应商将遵守当地劳工法规定的工作时间（包括加班）要求。



Wages and Benefits

Suppliers will offer pay and benefits that is fair and competitive within each local business and industrial markets they are participating. Compensation paid to workers shall comply with all applicable laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

工资和福利

供应商应在其参与的每个当地市场提供公平且具有竞争力的薪酬和福利，并确保支付的报酬符合所有适用法律，包括最低工资、加班和法定福利等规定。



Humane Treatment

Supplier will practice no harsh and inhumane treatment including any form of harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.

人道待遇

供应商不得对员工实施严厉或不人道的待遇，包括骚扰、性虐待、体罚、精神或身体胁迫及辱骂，亦不得威胁实施此类行为。



Safety and Health

Suppliers will ensure the working environments are safe, healthy and environmentally friendly for their employees and business associates.

安全与健康

供应商应确保为员工和业务伙伴提供安全、健康及环保的工作环境。



Communication

Suppliers shall promote continuous two-way communication with their employee to ensure ideas, concern and problems being identified and resolved amicably as a team.

沟通

供应商应促进与其员工的持续双向沟通，以确保想法、关注点和问题得到团队的友好识别和解决。



Continuous Development

Suppliers shall strive to identify and satisfy the needs of employees to continuously develop their knowledge, skills and competency for personal development and corporate excellence.

持续发展

供应商应识别并满足员工需求，持续提升其知识、技能和能力，以促进个人成长和企业卓越。



Freedom of Association and Collective Bargaining

Suppliers' employee shall given the right to freedom of association and collective bargaining.

结社自由和集体谈判

供应商员工应享有结社自由和集体谈判的权利。



Business Integrity

Supplier agreed to comply to D&O Group's Anti-Bribery & Corruption Policy and ensure that all business dealings should be transparently performed and accurately reflected on records. D&O Group adopt zero tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement (covering promising, offering, giving or accepting any bribes).

商业诚信

供应商同意遵守 D&O 集团的反贿赂和反腐败政策，并确保所有业务交易均应透明进行并准确反映在记录中。D&O 集团采取零容忍政策，禁止一切形式的贿赂、腐败、勒索和贪污（包括承诺、提供、给予或接受任何贿赂）。



Disclosure of Information

Suppliers will ensure that information regarding business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and industry practices.

信息披露

供应商应确保根据适用的法规和行业惯例披露有关业务活动、结构、财务状况和业绩的信息。



Fair Business, Advertising and Competition

Suppliers will uphold standards of fair business, advertising and competition in accordance with all applicable anti-trust or fair competition laws and regulations.

公平竞争

供应商将根据所有适用的反垄断或公平竞争法律法规，维护公平竞争的标准。

Conflict of Interest

A conflict of interest will undermine the values of good faith expected from the suppliers. Suppliers must therefore avoid any appearance of impropriety in the conduct of business.

利益冲突

利益冲突会损害集团对供应商所期望的诚信价值观。因此，供应商必须在业务活动中保持高度的职业道德，避免任何可能引发不当行为的情况。





Anti-Money Laundering

Suppliers will adopt fundamental principle that money laundering practice is strictly prohibited.

反洗钱

供应商应遵循严格禁止洗钱行为的原则



Export Controls and Economic Sanctions

Suppliers will comply with applicable restrictions on trading including the export or re-export of goods, software, services and technology involving certain countries, regions, companies or entities and individuals.

出口管制和经济制裁

供应商将遵守适用的贸易限制，包括对某些国家、地区、公司、实体及个人在货物、软件、服务和技术方面的出口或再出口规定



Preserve Confidentiality, Privacy and Cyber Security

Suppliers will uphold highest standard in the preserving confidentiality to ensure employees, customers and business partners receives such information on “need to know” basis and to observe the confidentiality and privacy of such information. Suppliers shall also implement security controls and monitoring systems to protect and respond to security incidents and have a process to manage emerging and evolving cyber security risks.

保护机密、隐私和网络安全

供应商将遵循最高标准的保密原则，确保员工、客户和业务合作伙伴仅在“需要知道”的基础上获取相关信息，并严格维护其机密性和隐私。供应商还应实施安全控制和监测系统，以保护信息安全并应对安全事件，同时建立流程来管理新出现和不断变化的网络安全风险。



Intellectual Property

Suppliers is committed to treat all assets belonging to their clients, including intangible, intellectual properties and electronic assets, in a responsible and appropriate manner and only for legal and authorized purposes.

知识产权

供应商承诺以负责任和恰当的方式处理客户的所有资产，包括无形资产、知识产权和电子资产，并确保仅将其用于合法和授权的目的。



Whistleblowing

Suppliers shall implement whistleblowing mechanism including whistleblower protection and non-retaliation stance on the whistleblower.

举报

供应商应建立举报机制，确保举报人受到保护，并对举报人不采取任何报复措施。。



Known Quality Problems and Counterfeit Parts

Suppliers shall inform Dominant immediately for any quality problem identified and work cooperatively to resolve the problem. Further, suppliers shall have appropriate controls in place to prevent the introduction of counterfeit and/or diverted parts and materials into their products or products sold to Dominant. If a supplier suspects that these parts or materials have been included in products sold to Dominant, it shall notify Dominant immediately.

质量问题 and 假冒零件

对于任何质量问题，供应商应立即通知Dominant，并积极合作以解决这些问题。此外，供应商应采取适当的控制措施，防止假冒和/或盗用的零件和材料进入其产品或销售给Dominant。如果供应商怀疑销售给Dominant的产品中包含这些零件或材料，应立即向Dominant汇报。



D&O Group's existing suppliers are requested to provide confirmation/certification of compliance with this Sustainable Supply Chain Management.

D&O 集团的现有供应商需要提供符合持续供应链管理的确认/证明。

D&O Group's new suppliers will be notified with this Sustainable Supply Chain Management and the new suppliers are required to provide confirmation/certification of compliance before engagement.

D&O集团的新供应商将收到有关可持续供应链管理的通知，并必须在提供服务之前提供合规确认或证明。

D&O and its subsidiaries reserves the right to audit the suppliers and/or request information to confirm compliance with this Sustainable Supply Chain Management.

D&O及其子公司保留审核供应商及索取信息的权利以确认其遵守可持续供应链管理规定。

Reports of violations or suspected violations of this Sustainable Supply Chain Management can be made anonymously to auditcommittee@do.com.my

违反或涉嫌违反可持续供应链管理的行为可以匿名举报至 auditcommittee@do.com.my